

# Dept. of DOC-ISP (242) Facts – FY '12

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## General Information

**Address:** 31 Avenue G, Box 316  
Fort Madison, IA 52627

## Workforce Data (unless otherwise noted, information provided is at the end of FY '12)

# FT EEs: 415	# PT EEs: 2	# Temporary EEs: 3	Average Length of Service: 15.00
Span of Control: 15.92		Total Unemployment Insurance Claims: N/A	

Employee Age Groups				Supervisor Age Groups				Females		Males	
<25	5	45-54	165	<25	0	45-54	18	# of Females:	103	# of Males:	312
25-34	56	55-64	67	25-34	0	55-64	3	% of WF:	24.82%	% of WF:	75.18%
35-44	118	65+	4	35-44	5	65+	0	Average Age:	46.80	Average Age:	45.55
Employee Average Age: 45.86				Supervisor Average Age: 49.78				Average Length of Service: 12.30		Average Length of Service: 15.89	

Minorities		Non-minorities		Breakout of Minorities		Did Not Respond	
# of Minorities:	29	# of Non-minorities:	386	# African-American:	6	# of "did not respond":	0
% of Workforce:	6.99%	% of Workforce:	93.01%	# Asian/Pacific Island:	3	% of Workforce:	0%
Average Age:	42.53	Average Age:	46.11	# Am. Indian/Alaskan:	1	Average Age:	N/A
Average Length of Service:	14.47	Average Length of Service:	15.04	# Hispanic or Latino:	19	Average Length of Service:	N/A

Persons With Disabilities		Persons With No Disabilities		Did Not Respond	
# of Persons With Disabilities:	8	# of Persons With No Disabilities:	315	# of "did not respond":	92
% of Workforce:	1.93%	% of Workforce:	75.90%	% of Workforce:	22.17%
Average Age:	50.12	Average Age:	44.98	Average Age:	48.50
Average Length of Service:	17.01	Average Length of Service:	13.16	Average Length of Service:	21.10

Officials/Administrators EEO Category 1: 12	Professionals EEO Category 2: 53	Technicians EEO Category 3: 5	Protective Service: Sworn EEO Category 4: 302
Protect. Serv.: Non-Sworn EEO Category 5: 0	Administrative Services EEO Category 6: 16	Skilled Craft EEO Category 7: 15	Service/Maintenance EEO Category 8: 12

Separation Rate: N/A%	Hire Rate: N/A%	Number Hires: 14	Transfer In: N/A
Retirements: 16	All Terminations: 8	Voluntary Quits: 17	Transfer Out: N/A

# of Classes Used: 45	Most Populous Classes: Correctional Officer (266), Senior Correctional Officer (21), Registered Nurse (15)		
Separations - By Class:	Correctional Officer (26), Power Plant Engineer 4 (3), 3 classes with 2 incumbents each		
# Eligible for Retirement:	69 Protect Serv 24 General - in next 5 yrs	% Eligible (Protective Serv): 22.85% % Eligible (General): 21.24%	

## Leave and Benefits (unless otherwise noted, information provided is at the end of FY '12)

Vacation Payouts: \$231,925.08	Sick Leave Payouts: \$25,709.30	Annual Payroll: \$24,941,071.06	Avg. Base Salary: \$54,965.38	Overtime Days Worked: 1,945.4
Overtime Cost: \$611,534.15	Reassignment Pay: \$0	Recruitment Bonus Pay: \$0	Retention Pay: \$0	Exceptional Job Performance Pay: \$0
Vacation Pay - Earned Value: \$1,868,174.05	Vacation Days Earned: 8,691.7	Vacation Used Expense: \$1,699,088.26	Vacation Days Taken: 8,005.0	
Sick Leave Days Earned: 6,826.2	Reg. Sick Leave Used Expense: \$977,831.53	Reg. Sick Leave Days Used: 4,752.7	Converted Sick Leave To Vacation Days Used: 188.0	
Sick Leave -Earned Value: \$1,387,887.67		Avg. Sick Leave Days Per EE: 11.45	Converted Sick Leave To Vacation Used Expense: \$41,254.42	
Injury Leave Used Expense: \$18,797.93	Injury Leave Days Used: 91.6	Classification Appeals: N/A	<b>Reclassifications</b> Up (Filled): 4 Up (Vacant): 0 Down (Filled): 1 Down (Vacant): 1 Lateral (Filled): 2 Lateral (Vacant): 2 Approx. Annual New Cost of Reclassified Positions:* \$34,361.60	<b>Grievances</b> Contract Grievances: N/A Disciplinary: N/A Language: N/A Non-Contract Grievances: N/A Disciplinary: N/A Language: N/A Arbitrations: N/A
Funeral Leave Used Expense: \$68,806.50	Funeral Days Used: 331.6	Extraordinary Pay: \$0		
Jury Leave Used Expense: \$1,244.16	Jury Leave Days Used: 6.0	Special Duty Pay: \$0		

\* based on difference between average of old and new pay grade FY '12. Vacancies and laterals were not calculated into the "cost."

Sources: Data Warehouse Queries; "Just the Facts for FY12" Almanac; Department of Management; DAS-HRE Labor Relations Team.

Date of Completion: December 2012